
Virginia's Pharmacy Technician Workforce: 2013

Healthcare Workforce Data Center

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Nearly 10,000 Pharmacy Technicians voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Pharmacy express our sincerest appreciation for your ongoing cooperation.

Thank You!

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The Pharmacy Technician Workforce: At a Glance:

The Workforce

Licensees:	14,262
Virginia's Workforce:	13,404
FTEs:	10,703

Background

Rural Childhood:	41%
HS Degree in VA:	74%
% Work Rural:	15%

Current Employment

Employed in Prof.:	79%
Hold 1 Full-time Job:	61%
Satisfied?:	89%

Survey Response Rate

All Licensees:	70%
Renewing Practitioners:	91%

Education

High School/GED:	59%
Associate Degree:	20%

Job Turnover

Switched Jobs in 2013:	4%
Employed over 2 yrs:	55%

Demographics

Female:	84%
Diversity Index:	57%
Median Age:	34

Finances

Median Inc.:	\$20k-\$22.5k
Health Benefits:	58%
Under 40 w/ Ed debt:	50%

Primary Roles

Medication Disp.:	64%
Administration:	3%
Supervision:	2%

Source: Va. Healthcare Workforce Data Center

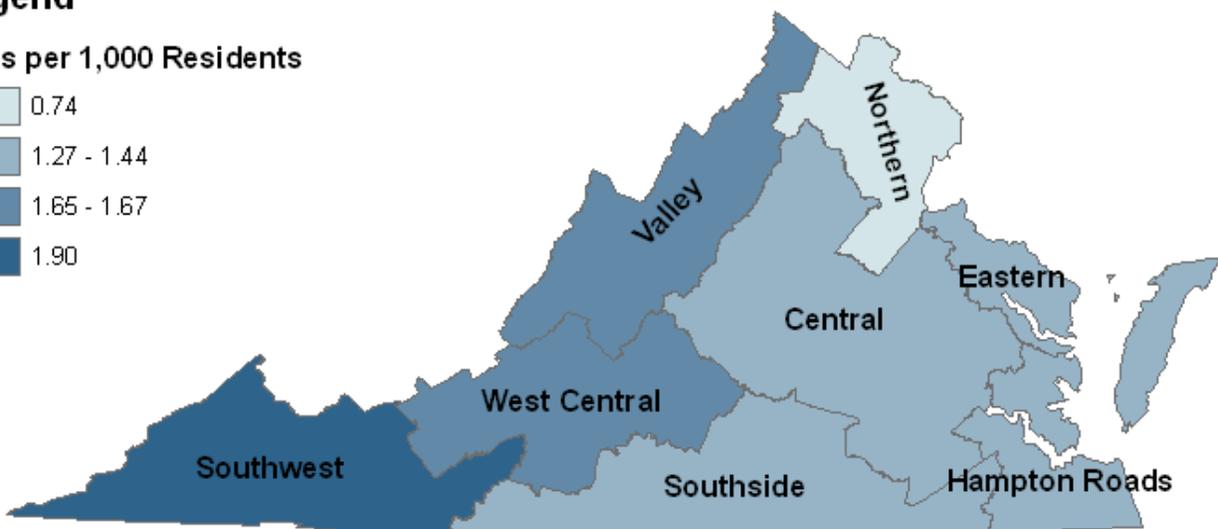
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.74
	1.27 - 1.44
	1.65 - 1.67
	1.90



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Nearly 10,000 pharmacy technicians voluntarily took part in the 2013 Pharmacy Technician Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every December for pharmacy technicians. These survey respondents represent 70% of the 14,262 pharmacy technicians who are licensed in the state and 91% of renewing practitioners.

The HWDC estimates that 13,404 pharmacy technicians participated in Virginia's workforce during the survey period, which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work in the profession at some point in the future. Virginia's pharmacy technician workforce provided 10,703 "full-time equivalency units" during the survey time period, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off).

84% of pharmacy technicians are female. The median age of all pharmacy technicians is 34. In a random encounter between two pharmacy technicians, there is a 57% chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. For pharmacy technicians who are under the age of 40, the diversity index increases to 61%.

41% of pharmacy technicians grew up in a rural area, and more than one-quarter of these professionals currently work in non-Metro areas of the state. Overall, 15% of pharmacy technicians work in non-Metro areas of the state. Nearly three-quarters of Virginia's pharmacy technicians graduated from high school in Virginia.

Nearly three out of five pharmacy technicians earned a high school degree or GED as their highest professional degree, while 20% have earned Associate degrees. Half of pharmacy technicians who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$10,000 and \$12,000.

Nearly four out of five pharmacy technicians were employed in the profession at the time of the survey. 61% held one full-time position, while nearly one-quarter held one part-time position. Only 2% of pharmacy technicians were involuntarily unemployed, while another 3% were voluntarily unemployed. 55% of pharmacy technicians have been at their primary work location for at least two years.

The median annual income for pharmacy technicians is between \$20,000 and \$22,500, while one-quarter earn more than \$32,500 per year. In addition to monetary compensation, nearly three-quarters of Virginia's pharmacy technicians receive at least one employer-sponsored benefit, including 58% who receive employer-sponsored health insurance. Nearly nine out of ten pharmacy technicians indicate they are satisfied with their current employment situation, including nearly half who indicate they are "very satisfied".

Two-thirds of all pharmacy technicians work in Central Virginia, Northern Virginia or Hampton Roads. Nearly one-quarter worked at two or more locations in the past year. Nearly 90% of pharmacy technicians work in the private sector, including more than three-quarters who work at a for-profit institution. More than one-third works in a large-chain community pharmacy, while 14% work in an inpatient hospital/health system.

Pharmacy technicians focus most of their efforts on medication dispensing and customer service. A typical pharmacy technician spends approximately three-quarters of their time in those activities, with most of the remaining time spent on administrative and teaching duties. Nearly two-thirds of pharmacy technicians serve a medication dispensing role, meaning that at least 60% of their time is spent in such activities.

More than half of pharmacy technicians expect to retire by the age of 65. Although only 14% expect to retire in the next decade, half the current workforce expects to retire by 2043. Over the next two years, nearly 10% of the workforce expects to leave the profession. Meanwhile, more than one-quarter of pharmacy technicians expect to pursue additional educational opportunities.

A Closer Look:

Licensee Counts		
License Status	#	%
Renewing Practitioners	9,912	69%
New Licensees	2,251	16%
Non-Renewals	2,099	15%
All Licensees	14,262	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. 91% of renewing pharmacy technicians submitted a survey. These represent 70% of pharmacy technicians who held a license at some point in 2013.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	1,878	3,278	64%
30 to 34	645	1,578	71%
35 to 39	401	1,154	74%
40 to 44	333	954	74%
45 to 49	292	827	74%
50 to 54	271	796	75%
55 to 59	230	675	75%
60 and Over	286	664	70%
Total	4,336	9,926	70%
New Licenses			
Issued in 2013	1,379	872	39%
Metro Status			
Non-Metro	550	1,553	74%
Metro	3,431	7,973	70%
Not in Virginia	355	399	53%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed Pharmacy Tech.

Number:	14,262
New:	16%
Not Renewed:	15%

Survey Response Rates

All Licensees:	70%
Renewing Practitioners:	91%

Source: Va. Healthcare Workforce Data Center

Response Rates

Completed Surveys	9,926
Response Rate, all licensees	70%
Response Rate, Renewals	91%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in December 2013.
- 2. Target Population:** All professionals who held a Virginia license at some point in 2013.
- 3. Survey Population:** The survey was available to those who renewed their licenses online. It was not available to those who did not renew, including some professionals newly licensed in 2013.

At a Glance:

Workforce

2013 Pharm. Tech. Workforce: 13,404
 FTEs: 10,703

Utilization Ratios

Licensees in VA Workforce: 94%
 Licensees per FTE: 1.33
 Workers per FTE: 1.25

Source: Va. Healthcare Workforce Data Center

Definitions

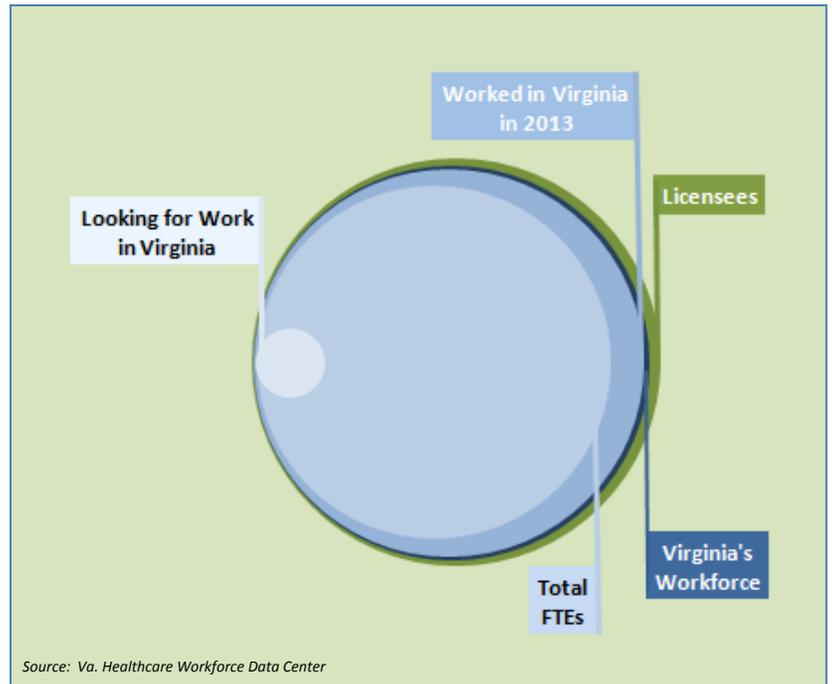
- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time in 2013 or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

Virginia's Pharm. Tech. Workforce		
Status	#	%
Worked in Virginia in Past Year	12,985	97%
Looking for Work in Virginia	419	3%
Virginia's Workforce	13,404	100%
Total FTEs	10,703	
Licensees	14,262	

Source: Va. Healthcare Workforce Data Center

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit:

www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	907	19%	3,898	81%	4,805	36%
30 to 34	310	15%	1,759	85%	2,068	16%
35 to 39	242	17%	1,191	83%	1,432	11%
40 to 44	151	13%	1,039	87%	1,189	9%
45 to 49	120	12%	909	88%	1,029	8%
50 to 54	101	10%	880	90%	981	7%
55 to 59	93	11%	741	89%	834	6%
60 +	129	15%	727	85%	856	6%
Total	2,052	16%	11,142	84%	13,194	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 84%
 % Under 40 Female: 82%

Age

Median Age: 34
 % Under 40: 63%
 % 55+: 13%

Diversity

Diversity Index: 57%
 Under 40 Div. Index: 61%

Source: Va. Healthcare Workforce Data Center

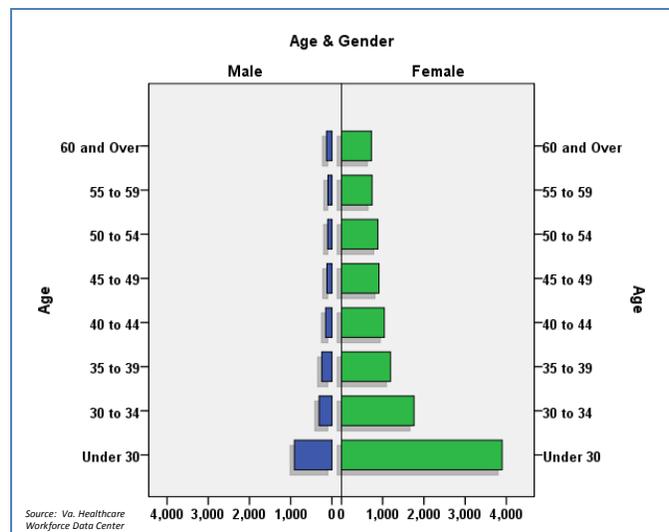
Race & Ethnicity					
Race/ Ethnicity	Virginia*	Pharmacy Tech.		Pharm. Tech. Under 40	
	%	#	%	#	%
White	64%	8,157	62%	4,779	58%
Black	19%	2,666	20%	1,783	22%
Asian	6%	1,263	10%	861	10%
Other Race	0%	189	1%	129	2%
Two or more races	2%	369	3%	299	4%
Hispanic	8%	559	4%	433	5%
Total	100%	13,203	100%	8,284	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two professionals, there is a 57% chance that they would be of a different race/ethnicity (a measure known as the Diversity Index). For Virginia's population as a whole, the comparable number is 54%.

84% of all pharmacy technicians are women. The median age of all pharmacy technicians is 34. Nearly two-thirds of pharmacy technicians are under the age of 40. Within this group, 82% are female and the diversity index is 61%.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 19%
 Rural Childhood: 41%

Virginia Background

HS in Virginia: 74%

Location Choice

% Work Rural: 15%
 % Rural to Non-Metro: 28%
 % Urban/Suburban to Non-Metro: 5%

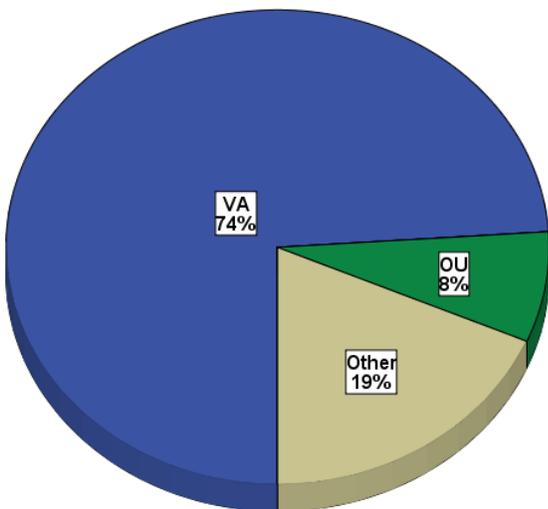
Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	25%	50%	25%
2	Metro, 250,000 to 1 million	56%	30%	14%
3	Metro, 250,000 or less	65%	26%	9%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	63%	26%	12%
6	Urban pop, 2,500-19,999, Metro adj	80%	14%	6%
7	Urban pop, 2,500-19,999, nonadj	91%	6%	3%
8	Rural, Metro adj	89%	8%	3%
9	Rural, nonadj	69%	24%	7%
Overall		41%	40%	19%

Source: Va. Healthcare Workforce Data Center

High School Location



Source: Va. Healthcare Workforce Data Center

41% of pharmacy technicians grew up in self-described rural areas, but just over one-quarter of these professionals currently work in non-Metro counties. Among all pharmacy technicians, 15% work in non-Metro areas of the state.

Top Ten States for Pharmacy Technician Recruitment

Rank	High School Location			
	All Pharmacy Technicians		Licensed in Past 5 Years	
	State	#	State	#
1	Virginia	9,682	Virginia	4,741
2	Outside of U.S.	986	Outside of U.S.	472
3	New York	250	North Carolina	106
4	North Carolina	204	New York	92
5	West Virginia	191	Maryland	84
6	Pennsylvania	179	West Virginia	84
7	Maryland	161	Florida	81
8	Florida	150	Pennsylvania	65
9	New Jersey	113	California	54
10	California	112	New Jersey	49

Source: Va. Healthcare Workforce Data Center

Among all pharmacy technicians and those who have been licensed in the past five years, nearly three-quarters received their high school degree in Virginia. No other state accounted for more than two percent of Virginia's pharmacy technician workforce.

Only 6% of licensed pharmacy technicians did not participate in Virginia's workforce in 2013. Three-quarters of these have worked at some point in the past year, and more than half currently work as pharmacy technicians. 5% are in federal service, while 37% work in a state bordering Virginia or Washington, D.C.

At a Glance:

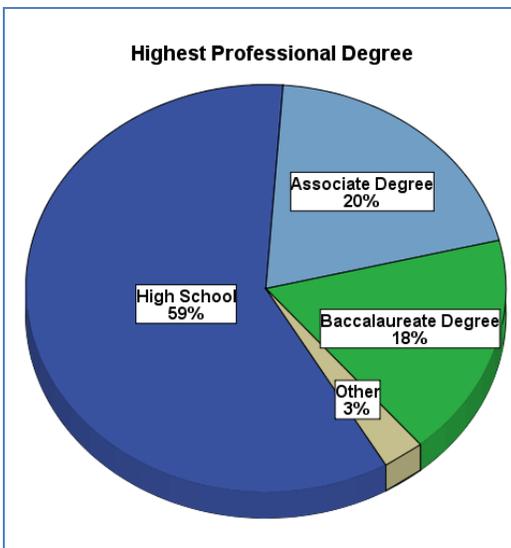
Not in VA Workforce

Total:	857
% of Licensees:	6%
Federal/Military:	5%
Va Border State/DC:	37%

A Closer Look:

Highest Professional Degree		
Degree	#	%
High School/GED	7,726	59%
Associate	2,603	20%
Baccalaureate	2,296	18%
Masters	338	3%
Ph.D.	26	0%
Total	12,989	100%

Source: Va. Healthcare Workforce Data Center



38% of pharmacy technicians currently carry educational debt, including half of those under age 40. For those who do have educational debt, the median amount is between \$10,000 and \$12,000.

At a Glance:

Education
 High School/GED: 59%
 Associate Degree: 20%

Educational Debt
 Carry debt: 38%
 Under age 40 w/ debt: 50%
 Median debt: \$10k-\$12k

Source: Va. Healthcare Workforce Data Center

More than one out of five pharmacy technicians hold at least a baccalaureate degree as their highest professional degree.

Amount Carried	Educational Debt			
	All Pharm. Tech.		Pharm. Tech. Under 40	
	#	%	#	%
None	6,436	62%	3,241	50%
Less than \$2,000	448	4%	339	5%
\$2,001-\$4,000	363	4%	303	5%
\$4,001-\$6,000	353	3%	308	5%
\$6,001-\$8,000	268	3%	226	3%
\$8,001-\$10,000	282	3%	232	4%
\$10,001-\$12,000	243	2%	213	3%
\$12,001-\$15,000	308	3%	261	4%
\$15,001-\$20,000	408	4%	352	5%
More than \$20,000	1,240	12%	1,025	16%
Total	10,349	100%	6,500	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Top Certifications

PTCB:	72%
ExCPT:	9%
Total w/ Cert.:	80%

Nat'l Certifications

Required:	61%
Pay Raise w/ Cert.:	30%

Source: Va. Healthcare Workforce Data Center

Professional Certifications

Certification	#	% of Workforce
Pharmacy Technician Certification	9,590	72%
Exam for Certification of Pharmacy Technicians	1,141	9%
Total	10,731	80%

Four out of five pharmacy technicians have a certification. Most of these completed the Pharmacy Technician Certification Board (PTCB).

Nearly 40% of pharmacy technicians work for an employer that requires a national certification as a condition of employment. Meanwhile, 30% of employers offer a pay raise for those pharmacy technicians that have a national certification.

National Certifications

Required for Employment?	#	%
Yes	4,953	39%
No	7,793	61%
Pay Raise with Certification?	#	%
Yes	3,871	30%
No	5,493	43%
No Certification Held	3,351	26%

At a Glance:

Employment

Employed in Profession: 79%
Involuntarily Unemployed: 2%

Positions Held

1 Full-time: 61%
2 or More Positions: 9%

Weekly Hours:

40 to 49: 39%
60 or more: 3%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	26	0%
Employed in a pharmacy technician-related capacity	10,227	79%
Employed, NOT in a pharmacy technician-related capacity	1,974	15%
Not working, reason unknown	0	0%
Involuntarily unemployed	284	2%
Voluntarily unemployed	442	3%
Retired	63	1%
Total	13,016	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	789	6%
One Part-Time Position	2,987	23%
Two Part-Time Positions	285	2%
One Full-Time Position	7,886	61%
One Full-Time Position & One Part-Time Position	795	6%
Two Full-Time Positions	25	0%
More than Two Positions	68	1%
Total	12,835	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	789	6%
1 to 9 hours	432	3%
10 to 19 hours	710	6%
20 to 29 hours	1,239	10%
30 to 39 hours	3,635	29%
40 to 49 hours	4,878	39%
50 to 59 hours	424	3%
60 to 69 hours	177	1%
70 to 79 hours	90	1%
80 or more hours	116	1%
Total	12,490	100%

Source: Va. Healthcare Workforce Data Center

Nearly 80% of licensed pharmacy technicians are employed in the profession, and only 2% are involuntarily unemployed. 61% of licensed pharmacy technicians have a full-time job, and another 9% have two or more positions. 39% of licensed pharmacy technicians work between 40 and 49 hours per week. Only 3% of pharmacy technicians work at least 60 hours per week.

A Closer Look:

Income		
Annual Income	#	%
Volunteer Work Only	241	4%
\$15,000 or less	1,539	27%
\$15,001-\$17,500	469	8%
\$17,501-\$20,000	438	8%
\$20,001-\$22,500	443	8%
\$22,501-\$25,000	474	8%
\$25,001-\$27,500	319	6%
\$27,501-\$30,000	319	6%
\$30,001-\$32,500	334	6%
\$32,501-\$35,000	303	5%
\$35,001-\$37,500	181	3%
\$37,501-\$40,000	192	3%
\$40,001-\$42,500	135	2%
\$42,501-\$45,000	149	3%
Over \$45,000	199	4%
Total	5,735	100%

Employer-Sponsored Benefits		
Benefit	#	%
Health Insurance	5,944	58%
Paid Leave	5,548	54%
Dental Insurance	5,414	53%
Retirement	4,514	44%
Group Life Insurance	3,201	31%
Signing/Retention Bonus	279	3%
Receive at least one benefit*	7,540	74%

*From any employer at time of survey.
 Source: Va. Healthcare Workforce Data Center

Nearly nine out of ten pharmacy technicians were satisfied with their jobs, including 47% who were very satisfied.

At a Glance:

Annual Income
 Median Income: \$20k-22.5k
 Middle 50%: \$0k-\$32.5k

Benefits
 Employer Health Insurance: 58%
 Employer Retirement: 44%

Satisfaction
 Satisfied: 89%
 Very Satisfied: 47%

The median annual income for pharmacy technicians is between \$20,000 and \$22,500, while one-quarter earned less than \$15,000 per year. 74% of pharmacy technicians receive at least one employer-sponsored benefit, including 58% who receive health insurance.

Job Satisfaction		
Level	#	%
Very Satisfied	5,941	47%
Somewhat Satisfied	5,337	42%
Somewhat Dissatisfied	979	8%
Very Dissatisfied	444	4%
Total	12,700	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Underemployment in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	255	2%
Experience Voluntary Unemployment?	564	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	668	5%
Work two or more positions at the same time?	1,633	12%
Switch employers or practices?	564	4%
Experienced at least 1	3,110	23%

Source: Va. Healthcare Workforce Data Center

Only 2% of Virginia’s pharmacy technicians were involuntarily unemployed at some point in 2013. For comparison, Virginia’s average monthly unemployment rate was 5.5%.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	470	4%	411	15%
Less than 6 Months	1,024	9%	341	12%
6 Months to 1 Year	1,197	10%	317	12%
1 to 2 Years	2,647	22%	481	17%
3 to 5 Years	2,588	22%	572	21%
6 to 10 Years	2,053	17%	339	12%
More than 10 Years	1,940	16%	290	11%
Subtotal	11,919	100%	2,751	100%
Did not have location	833		10,292	
Item Missing	652		360	
Total	13,404		13,404	

Source: Va. Healthcare Workforce Data Center

More than nine out of ten pharmacy technicians received an hourly wage at their primary work location.

At a Glance:

Unemployment Experience 2013

Involuntarily Unemployed: 2%
Underemployed: 5%

Stability

Switched: 4%
New Location: 24%
Over 2 years: 55%
Over 2 yrs, 2nd location: 44%

Employment Type

Hourly Wage: 92%

Source: Va. Healthcare Workforce Data Center

55% of pharmacy technicians have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	790	7%
Hourly Wage	10,358	92%
By Contract	39	0%
Business/ Practice Income	24	0%
Unpaid	94	1%
Subtotal	11,305	100%

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics in 2013. The not seasonally adjusted monthly unemployment rate ranged from 6.3% in January to 4.8% in December.

At a Glance:

Concentration

Top Region:	23%
Top 3 Regions:	66%
Lowest Region:	2%

Locations

2 or more (2013):	23%
2 or more (Now*):	20%

Source: Va. Healthcare Workforce Data Center

Two thirds of Virginia's pharmacy technicians have a primary location in Central Virginia, Northern Virginia or Hampton Roads.

A Closer Look:

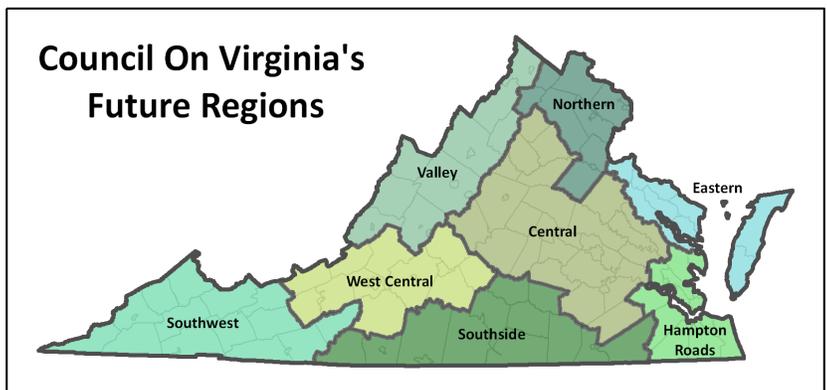
Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	2,717	23%	683	23%
Eastern	226	2%	49	2%
Hampton Roads	2,481	21%	653	22%
Northern	2,602	22%	619	21%
Southside	555	5%	127	4%
Southwest	909	8%	184	6%
Valley	922	8%	165	6%
West Central	1,334	11%	326	11%
Virginia Border State/DC	42	0%	45	2%
Other US State	39	0%	56	2%
Outside of the US	4	0%	17	1%
Total	11,831	100%	2,924	100%
Item Missing	741		186	

Source: Va. Healthcare Workforce Data Center

Number of Work Locations				
Locations	Work Locations in 2013		Work Locations Now*	
	#	%	#	%
0	830	6%	767	6%
1	9,465	71%	9,036	74%
2	1,613	12%	1,263	10%
3	1,368	10%	1,118	9%
4	46	0%	34	0%
5	14	0%	8	0%
6 or More	68	1%	31	0%
Total	13,404	100%	12,257	100%

*At the time of survey completion, December 2013.

Source: Va. Healthcare Workforce Data Center



71% of pharmacy technicians had just one work location in 2013, while nearly one-quarter had multiple work locations during the year.

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	8,503	76%	1,837	72%
Non-Profit	1,450	13%	358	14%
State/Local Government	838	7%	254	10%
Veterans Administration	43	0%	11	0%
U.S. Military	199	2%	56	2%
Other Federal Gov't	156	1%	48	2%
Total	11,189	100%	2,564	100%
Did not have location	833		10,292	
Item Missing	1,382		546	

At a Glance: (Primary Locations)

Sector

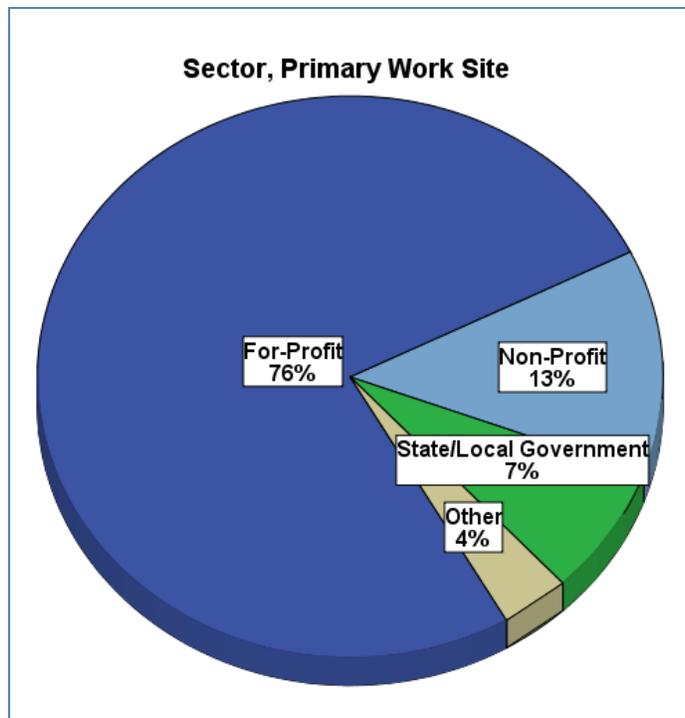
For Profit:	76%
Federal:	4%

Top Establishments

Large Chain Pharmacy: (11+ Stores)	35%
Hospital/Health System: (Inpatient)	14%
Independent Pharmacy: (1-4 Stores)	11%

Source: Va. Healthcare Workforce Data Center

More than three-quarters of pharmacy technicians work in for-profit establishments, while another 13% work in non-profit institutions. Meanwhile, 4% work for the federal government, and 7% work for state or local governments.

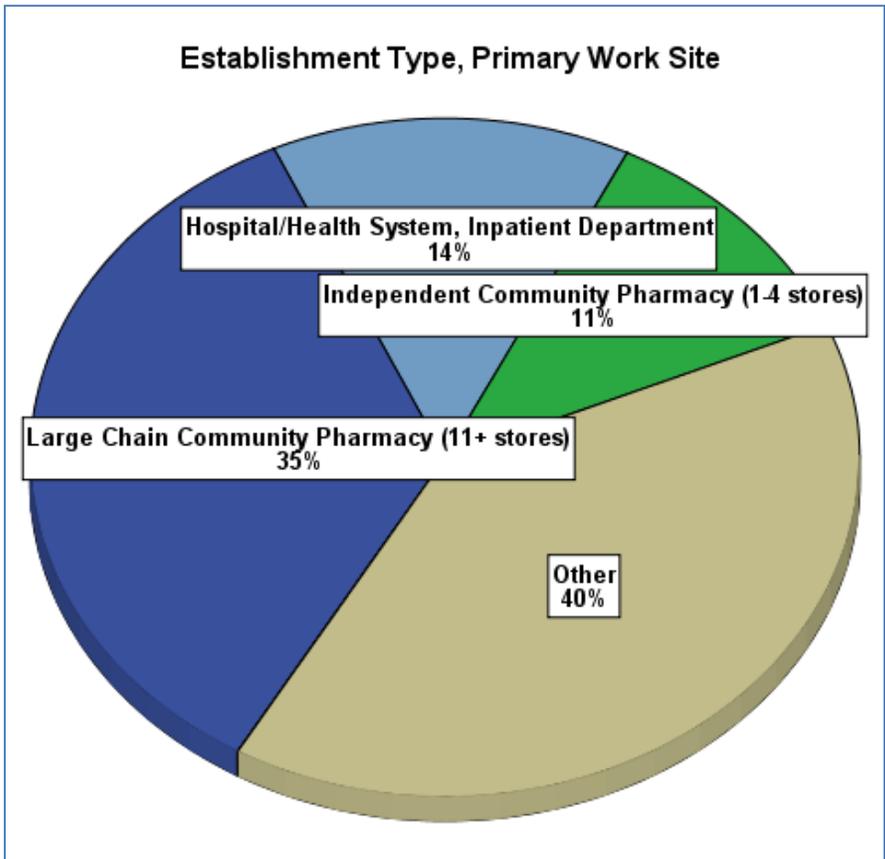


Source: Va. Healthcare Workforce Data Center

Top 10 Location Type				
Establishment Type	Primary Location		Secondary Location	
	#	%	#	%
Large Chain Community Pharmacy (11+ Stores)	3,967	35%	833	33%
Hospital/Health System, Inpatient	1,540	14%	285	11%
Independent Community Pharmacy (1-4 Stores)	1,253	11%	210	8%
Supermarket Pharmacy	1,021	9%	188	7%
Mass Merchandiser (i.e. Big Box Stores)	553	5%	102	4%
Nursing Home/Long-Term Care	533	5%	100	4%
Hospital/Health System, Outpatient	467	4%	100	4%
Clinic-Based Pharmacy	251	2%	75	3%
Home Health/Infusion	133	1%	34	1%
Benefit Administration	128	1%	20	1%
All Other Types	1,381	12%	579	23%
Total	11,227	100%	2,526	100%
Does not have location	833		10,292	

Source: Va. Healthcare Workforce Data Center

Nearly half of pharmacy technicians work in a community pharmacy, including more than one-third who work in large chain community pharmacies of more than 10 stores. Meanwhile, nearly one in five pharmacy technicians work in a hospital or health system.



For secondary work locations, one-third of pharmacy technicians work in large chain community pharmacies, while 11% work in an inpatient hospital or health system.

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Medication Disp.: 70%-79%
Administration: 1%-9%
Teaching 1%-9%

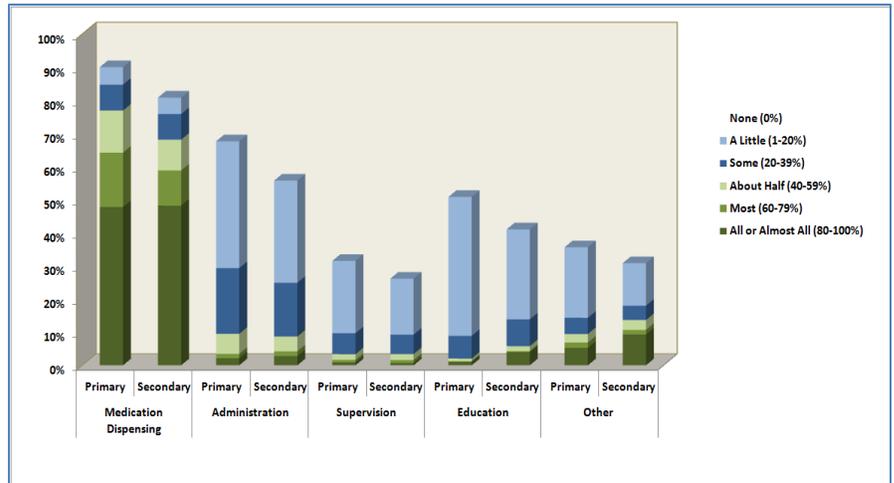
Roles

Medication Disp.: 64%
Administration: 3%
Supervision: 2%
Education: 1%

Administration Time

Median Admin Time: 1%-9%
Ave. Admin Time: 1%-9%

A Closer Look:



Source: Va. Healthcare Workforce Data Center

Nearly two-thirds of pharmacy technicians fill a medication dispensing & customer service role, defined as spending 60% or more of their time in that activity.

Time Allocation										
Time Spent	Medication Disp.		Admin.		Supervision		Education		Other	
	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site	Prim Site	Sec. Site
All or Almost All (80-100%)	48%	48%	2%	3%	1%	1%	1%	4%	5%	9%
Most (60-79%)	16%	11%	1%	1%	1%	1%	0%	0%	2%	1%
About Half (40-59%)	13%	9%	6%	4%	2%	2%	1%	2%	3%	3%
Some (20-39%)	8%	8%	20%	16%	6%	6%	7%	8%	5%	4%
A Little (1-20%)	5%	5%	38%	31%	22%	17%	42%	27%	21%	13%
None (0%)	10%	19%	32%	44%	69%	74%	49%	59%	64%	69%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All		Over 50	
	#	%	#	%
Under age 50	2,470	24%	-	-
50 to 54	487	5%	40	2%
55 to 59	625	6%	128	6%
60 to 64	1,547	15%	524	26%
65 to 69	2,186	22%	787	39%
70 to 74	611	6%	220	11%
75 to 79	201	2%	61	3%
80 or over	116	1%	28	1%
I do not intend to retire	1,858	18%	269	13%
Total	10,103	100%	2,057	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All Pharmacy Technicians

Under 65: 51%

Under 60: 35%

Pharm. Tech. 50 and over

Under 65: 34%

Under 60: 8%

Time until Retirement

Within 2 years: 4%

Within 10 years: 14%

Half the workforce: by 2043

Source: Va. Healthcare Workforce Data Center

More than one-third of pharmacy technicians expect to retire at some point in their 60s. Meanwhile, nearly one-quarter expect to retire before age 50, while 18% do not plan on retiring at all. Among those pharmacy technicians who are over the age of 50, nearly two-thirds expect to retire in their 60s.

Within the next two years, nearly 10% of Virginia’s pharmacy technician workforce expects to leave the profession. Meanwhile, more than one-quarter of all pharmacy technicians expect to pursue additional education.

Future Plans

2 Year Plans:	#	%
Decrease Participation		
Leave Profession	1,202	9%
Leave Virginia	590	4%
Decrease Patient Care Hours	152	1%
Decrease Teaching Hours	94	1%
Increase Participation		
Increase Patient Care Hours	945	7%
Increase Teaching Hours	733	5%
Pursue Additional Education	3,530	26%
Return to Virginia’s Workforce	240	2%

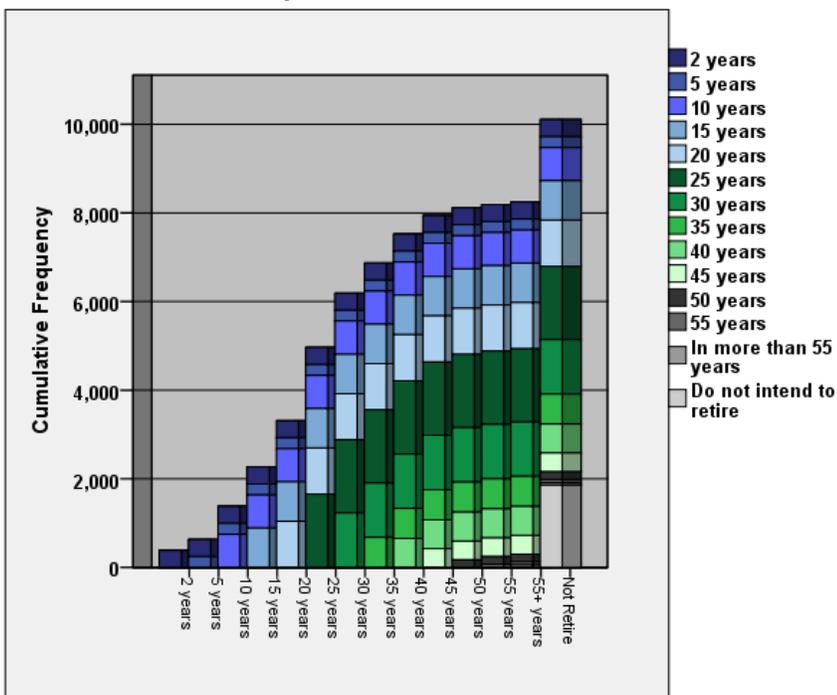
Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for pharmacy technicians. Only 4% of pharmacy technicians plan on retiring in the next two years, while 14% plan on retiring in the next ten years. Half of the current workforce expects to be retired by 2043.

Time to Retirement			
Expect to retire within . .	#	%	Cumulative %
2 years	384	4%	4%
5 years	246	2%	6%
10 years	749	7%	14%
15 years	889	9%	22%
20 years	1,041	10%	33%
25 years	1,654	16%	49%
30 years	1,227	12%	61%
35 years	678	7%	68%
40 years	655	6%	74%
45 years	422	4%	79%
50 years	173	2%	80%
55 years	73	1%	81%
In more than 55 years	55	1%	82%
Do not intend to retire	1,858	18%	100%
Total	10,103	100%	

Source: Va. Healthcare Workforce Data Center

Expected Years to Retirement



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach 10% of the current workforce starting in 2033. Peak retirement years will take place around 2038, when 16% of the current workforce expects to retire. Retirements will not fall below 10% of the current workforce again until around 2048.

At a Glance:

FTEs

Total: 10,703
Average: 0.85

Age & Gender Effect

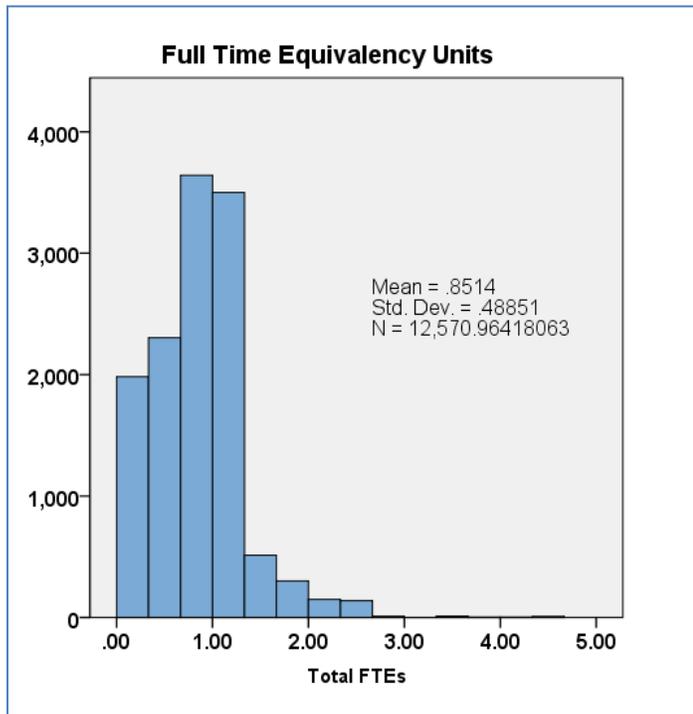
Age, Partial Eta²: 0.04
Gender, Partial Eta²: 0.002

Partial Eta² Explained:
Partial Eta² is a statistical measure of effect size.

- .01=Small Effect
- .06=Medium Effect
- .138=Large Effect

Source: Va. Healthcare Workforce Data Center

A Closer Look:

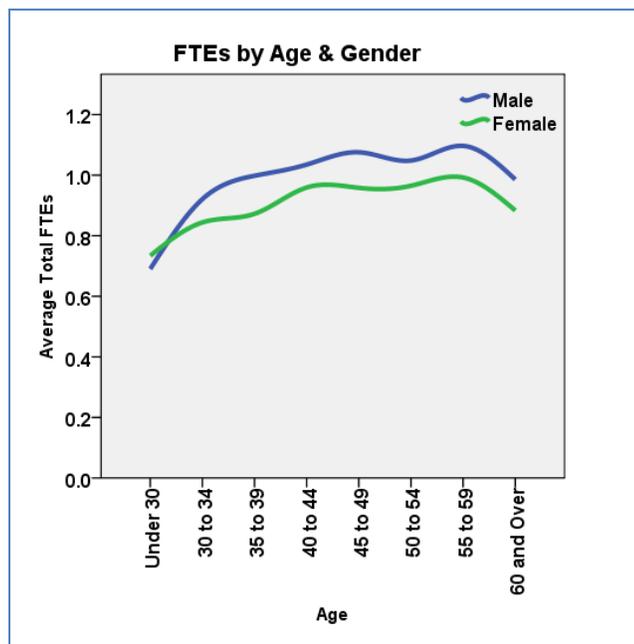


Source: Va. Healthcare Workforce Data Center

The average pharmacy technician provided 0.90 FTEs in 2013, or about 35 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify that a difference exists.²

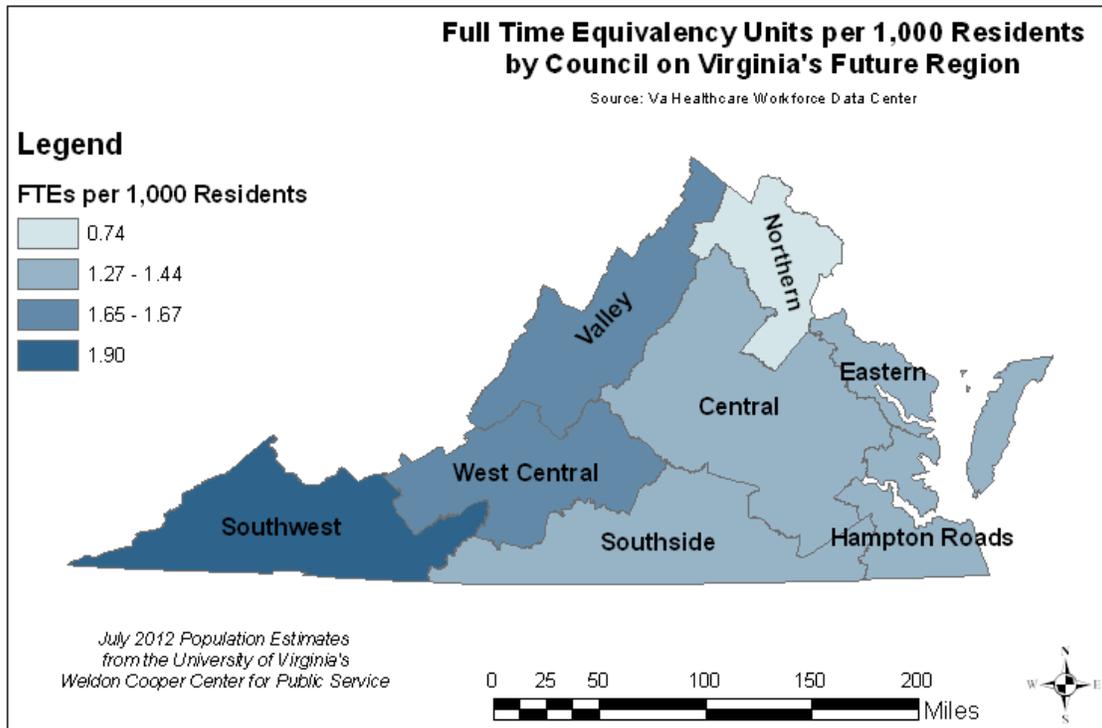
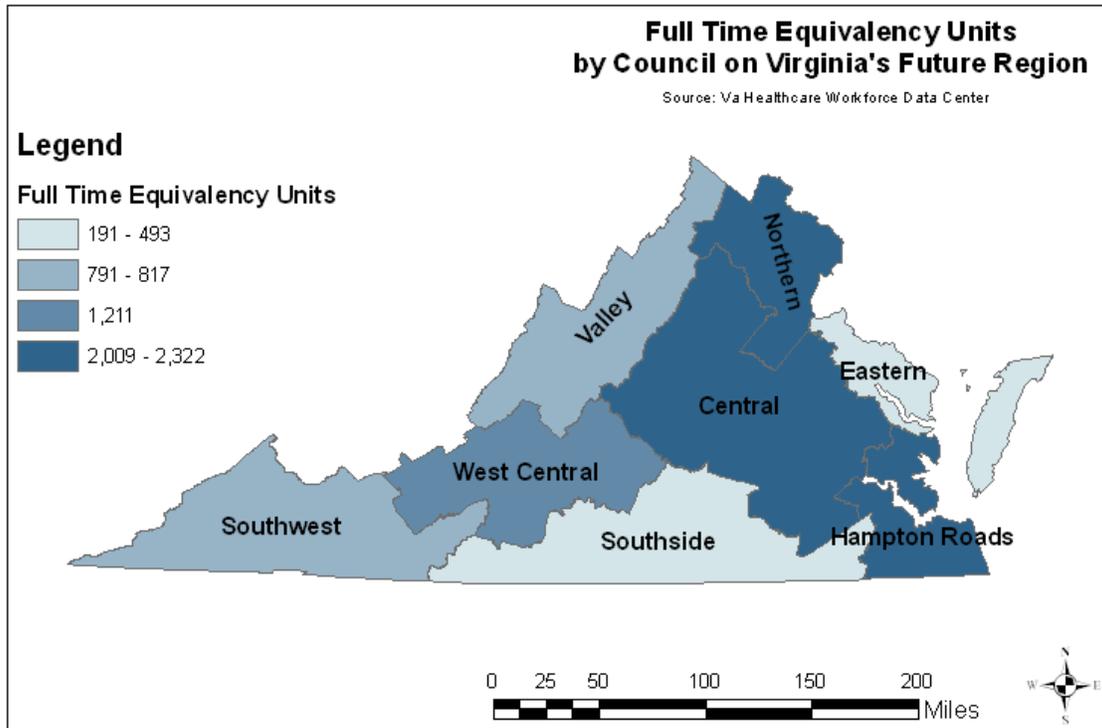
Full-Time Equivalency Units		
	Average	Median
Age		
Under 30	0.73	0.72
30 to 34	0.85	0.88
35 to 39	0.90	0.91
40 to 44	0.97	0.91
45 to 49	0.97	0.91
50 to 54	0.97	0.99
55 to 59	1.00	1.06
60 and Over	0.90	0.91
Gender		
Male	0.86	0.88
Female	0.85	0.88

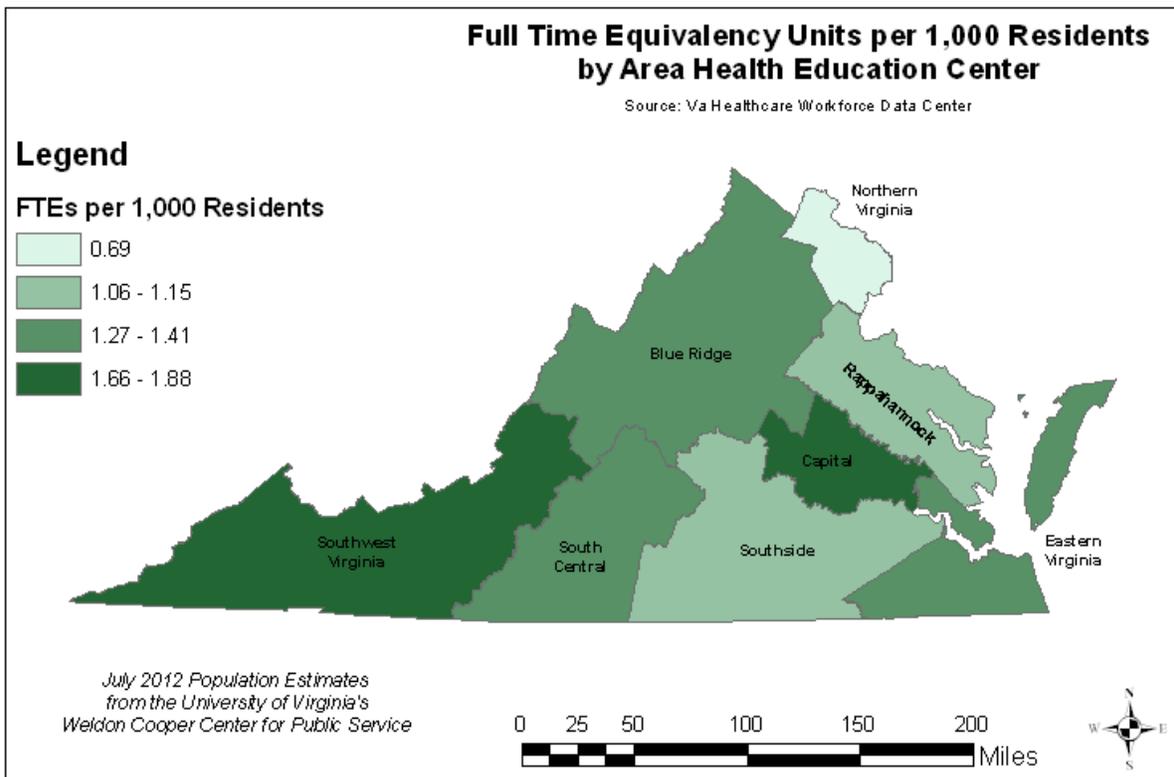
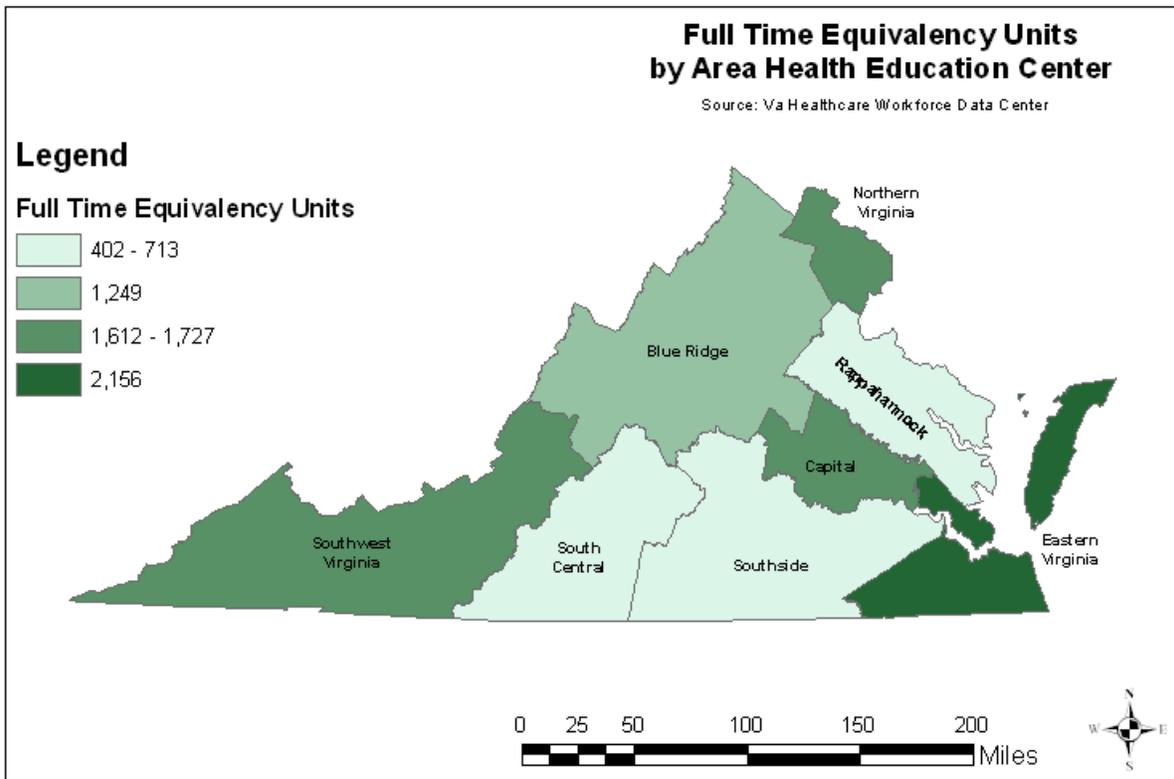
Source: Va. Healthcare Workforce Data Center

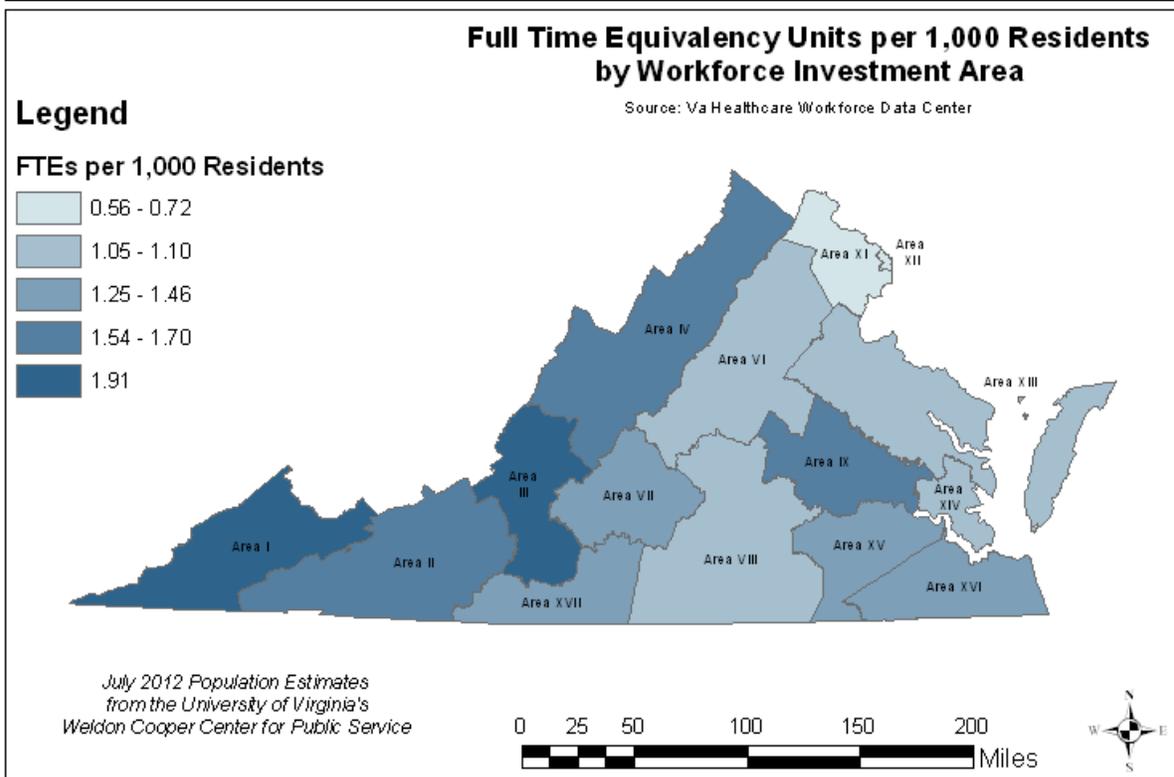
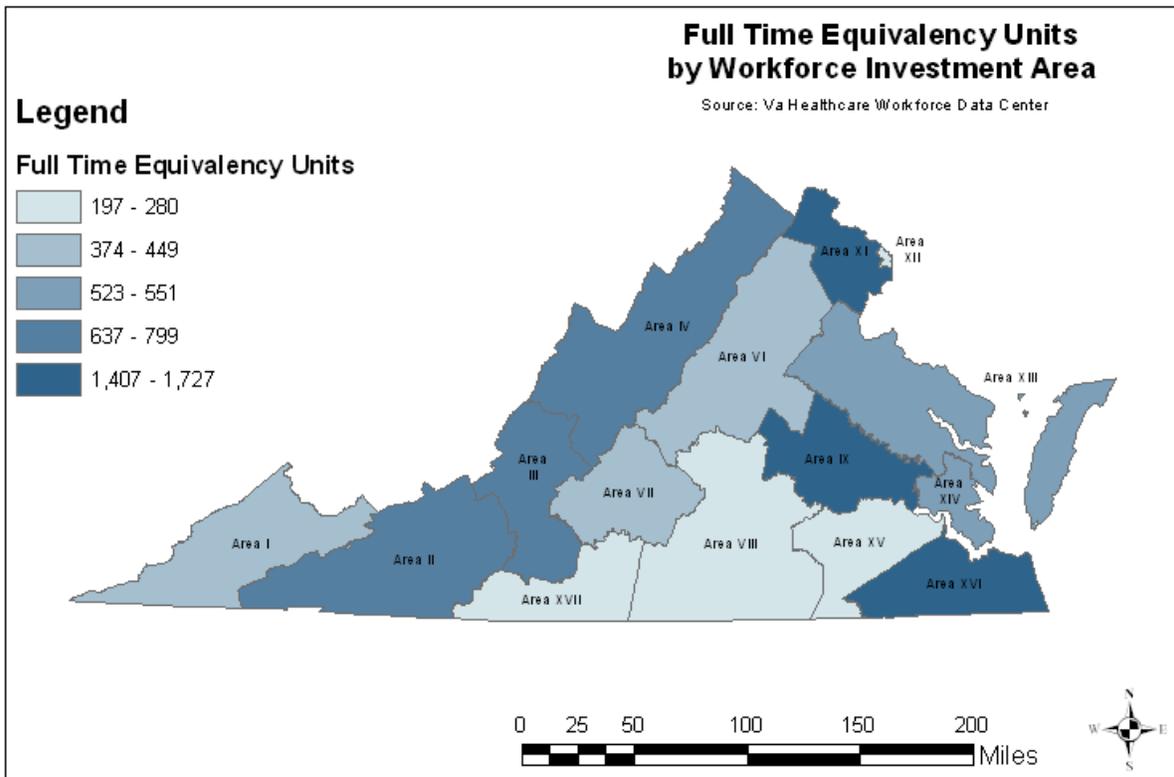


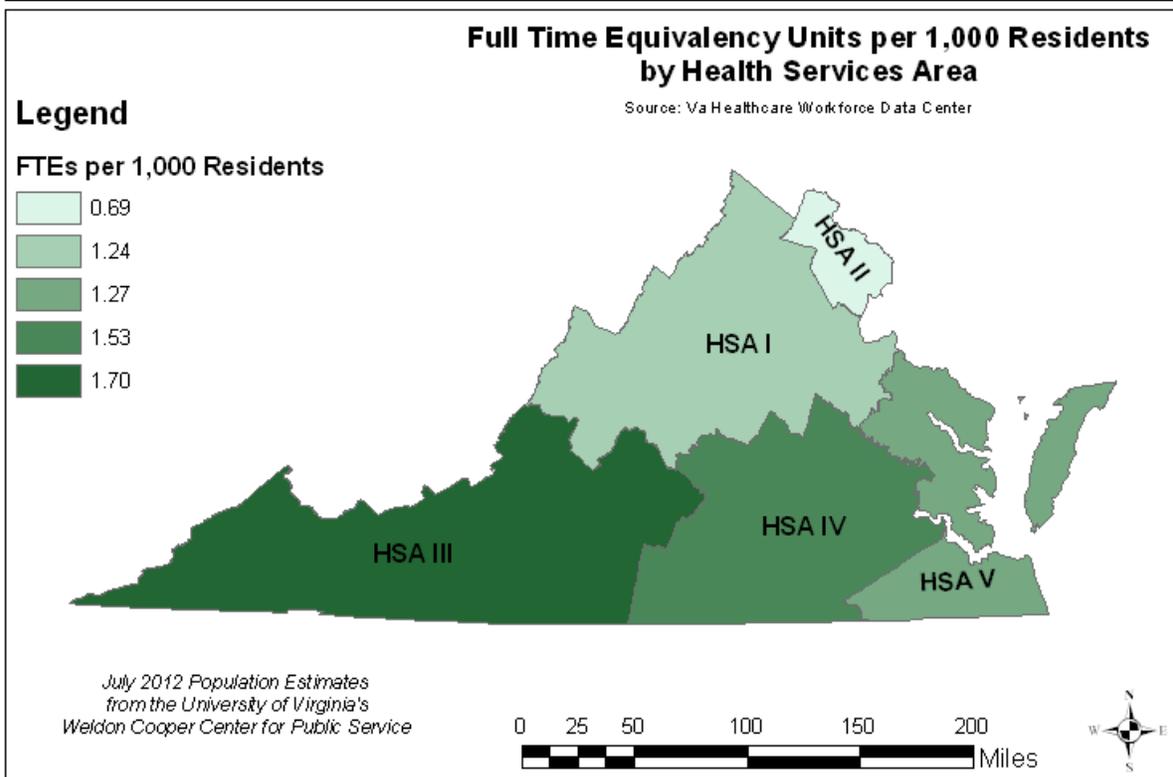
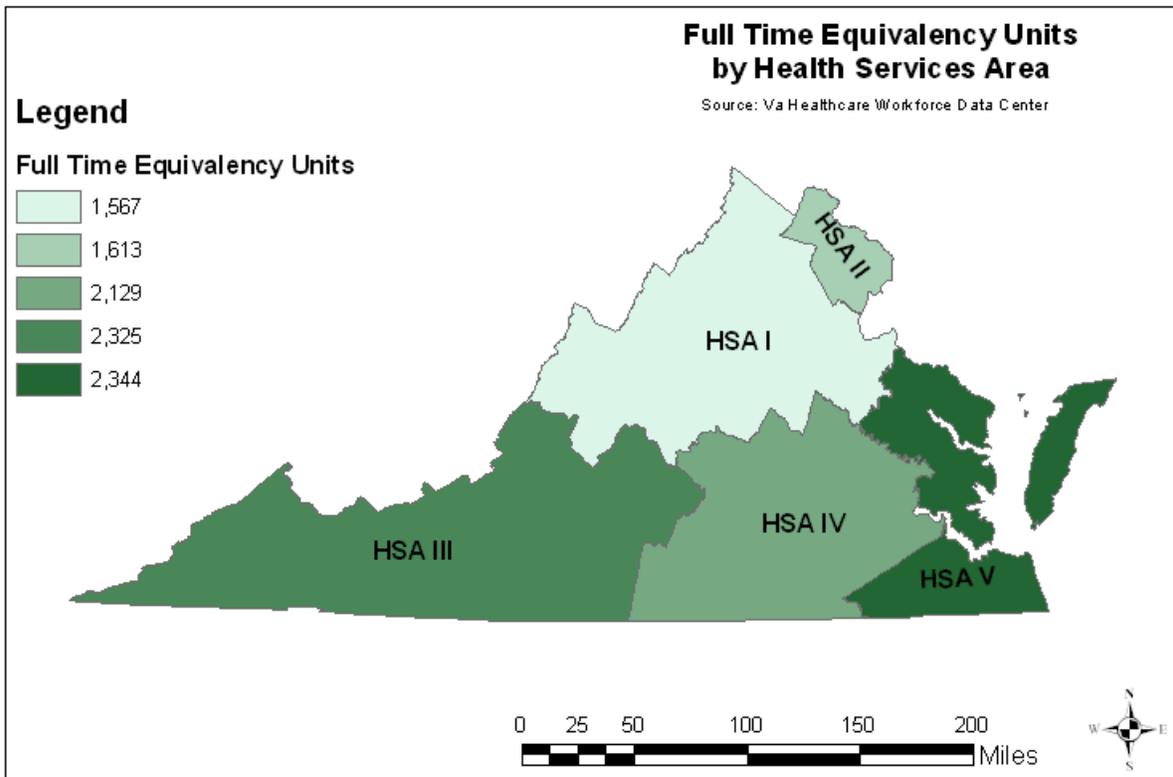
Source: Va. Healthcare Workforce Data Center

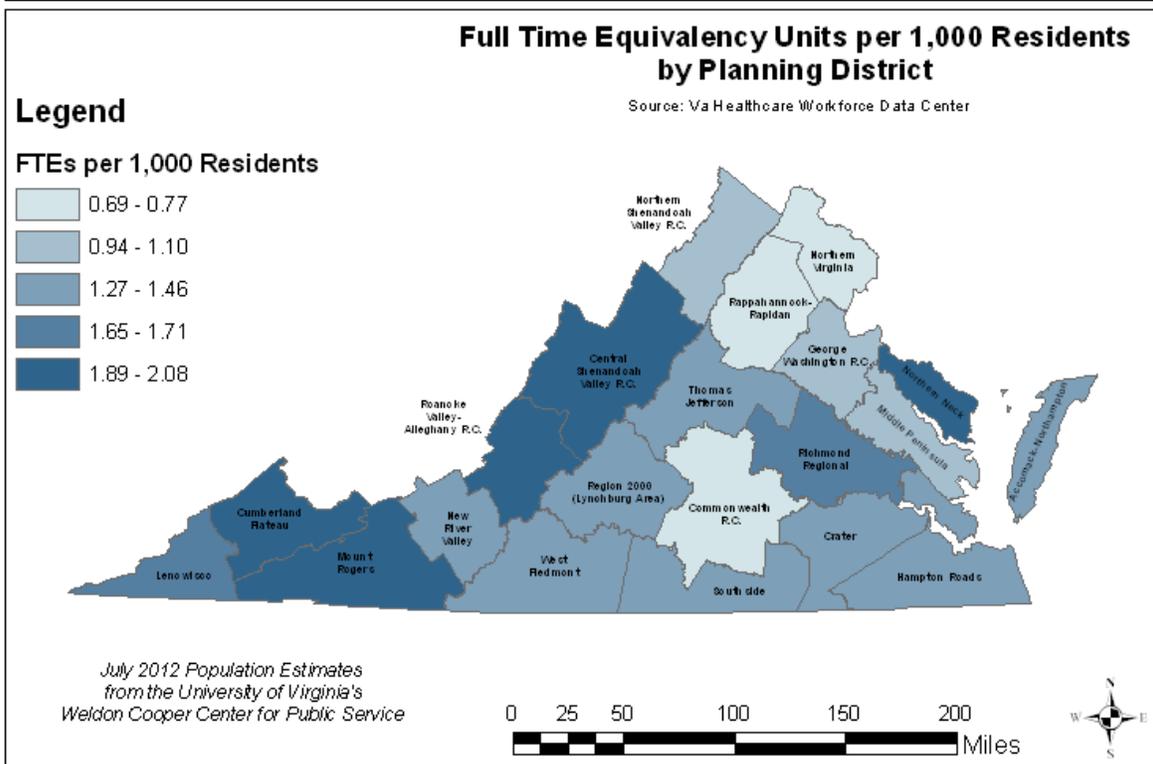
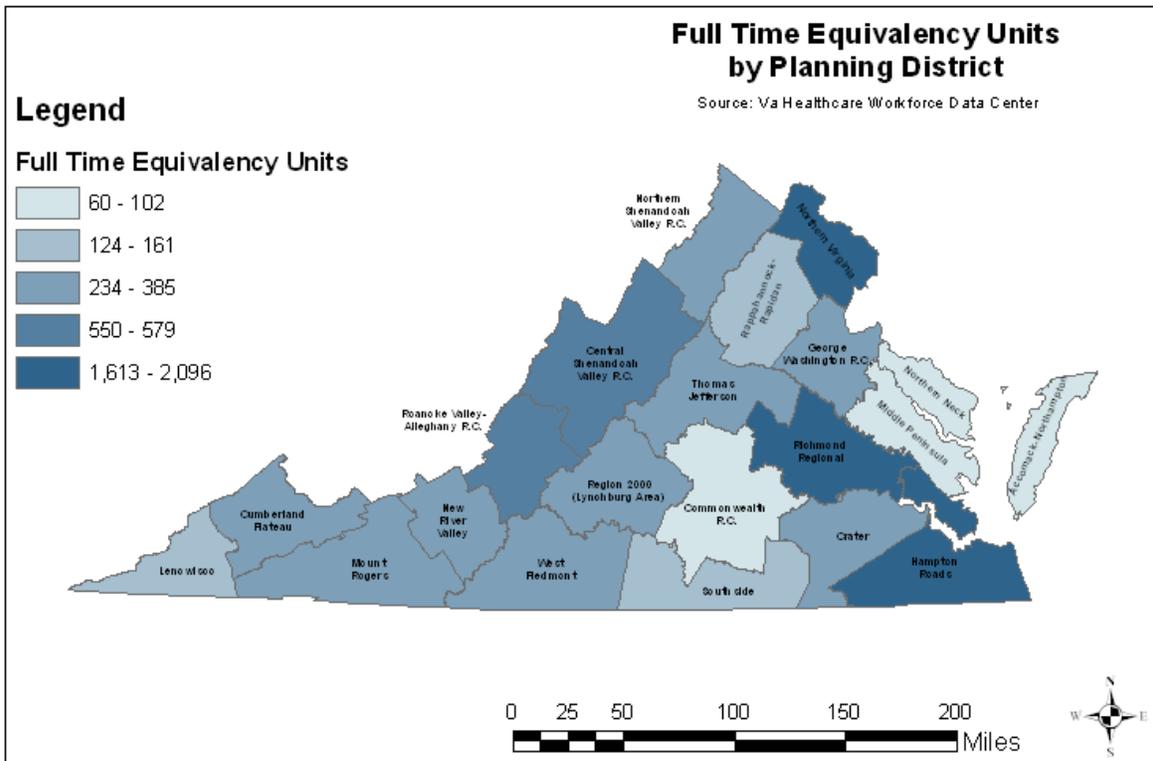
² Due to assumption violations in Mixed between-within ANOVA (Levene's Test & Interaction effect are significant).











Appendix

Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	8,644	68.89%	1.451553	1.354186	1.589025
Metro, 250,000 to 1 million	1,360	73.90%	1.353234	1.262461	1.481394
Metro, 250,000 or less	1,400	72.36%	1.382034	1.289329	1.512921
Urban pop 20,000+, Metro adj	331	76.74%	1.30315	1.215737	1.426567
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	705	74.75%	1.337761	1.248026	1.464456
Urban pop, 2,500-19,999, nonadj	548	69.34%	1.442105	1.345371	1.578682
Rural, Metro adj	285	72.98%	1.370192	1.278282	1.499959
Rural, nonadj	234	78.63%	1.271739	1.186433	1.392181
Virginia border state/DC	531	56.12%	1.781879	1.662354	1.950635
Other US State	223	45.29%	2.207921	2.059817	2.417026

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	5,156	63.58%	1.57291	1.392181	2.417026
30 to 34	2,223	70.99%	1.408745	1.246879	2.16476
35 to 39	1,555	74.21%	1.347487	1.192659	2.070627
40 to 44	1,287	74.13%	1.349057	1.194049	2.073039
45 to 49	1,119	73.91%	1.353083	1.197613	2.079227
50 to 54	1,067	74.60%	1.340452	1.186433	2.059817
55 to 59	905	74.59%	1.340741	1.186688	2.06026
60 and Over	950	69.89%	1.430723	1.266331	2.198532

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight}.$

Overall Response Rate: 0.695975

